



Eric M. Roher

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[Labour & Employment](#)
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Eric is the National Leader of the Education Law Group. He practises in the areas of education law, labour relations and employment law. He advises employers on a range of labour relations matters, including the grievance procedure, certification, and the negotiation, interpretation and administration of collective agreements.

His clients include a range of public and private sector employers, including school boards and independent schools. He advises on education law, including student discipline, human rights, freedom of information, teacher misconduct and special education.

He also represents clients before administrative tribunals and labour relations boards, including the Workplace Safety and Insurance Board, the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and the Ontario College of Teachers.

Experience

- Advises employers on a range of labour relations matters, including the grievance procedure, certification, negotiation and interpretation and administration of collective agreements.
- Advises school boards and independent schools on education law issues, including student discipline, human rights, freedom of information, teacher misconduct and special education.
- Advises a range of public sector and private sector employers on employment law issues, including employee handbooks, mandatory retirement, policies and procedures, severance arrangements and employment agreements.

- Advises clients regarding pension issues, relevant legislation and the administration of pension plans.

Insights & Events

- Speaker, "Supporting Students' Mental Health," CAPSLE Conference, April 2019
- Co-author, Ontario Employment Standards Act: Quick Reference, 2019
- Co-author, An Educator's Guide to the Role of the Principal, Third Edition, Canada Law Book, 2019
- Editor, BLG's Education Law Newsletter, 2019
- Author, Violence in the Workplace, Fourth Edition, Carswell, 2014
- Author, An Educator's Guide to Violence in Schools, Second Edition, Canada Law Book, 2010
- Co-Author, An Educator's Guide to Safe Schools, Canada Law Book, 2004
- Author, "Ontario won't require student immunization against COVID-19", BLG Article, October 2021
- Author, "Managing the risks of novel coronavirus in schools", BLG Article, March 2020
- Author, "Elementary Teachers' Union Asks for Conciliation in Bargaining", BLG Article, October 2019
- Author, "The Changing Role of the Principal: Leading Schools in Turbulent Times", BLG Article, June 2019
- Author, "Case Law Foreshadows Enhanced Protection Against Search and Seizure of Devices", BLG Article, September 2018
- Author, "Ontario Government Extends Consultation Beyond Sex Education", BLG Article, September 2018
- Author, "Executive Compensation Freeze Returns To The Broader Public Sector", BLG Article, August 2018
- Author, "Arbitrator Finds That Under The Restraint Legislation, A Director's Compensation Plan Is Frozen ", BLG Article, March 2018
- Author, "The Impact Of Bill 148 On Ontario Schools", BLG Article, March 2018
- Author, "Arbitrator States That Under The Restraint Legislation, A Director's Compensation Plan Is Frozen", BLG Article, March 2018
- Author, "Ontario's Catholic Teachers, French Teachers and School Support Staff Reach Tentative Deals to Extend Contracts", BLG Article, January 2017
- Author, "Ontario Government Asks Unions To Extend Education Contracts", BLG Article, October 2016
- Education law video series by Canada Law Book

Beyond our Walls

Professional Involvement

- Adjunct Professor, course on Education Law, University of Toronto Faculty of Law
- Adjunct Professor, course on Education Law, University of Toronto Faculty of Law
- Member, PKM Advisory Council, The Learning Partnership
- Instructor, Supervisory Officers Qualifications Course, organized by the Ontario Principals' Council, 2018

Awards & Recognitions

- Selected by peers for inclusion in the 2022 edition (and since 2014) of *The Best Lawyers in Canada* (Education Law).

- Lifetime Achievement Award, Canadian Association for the Practical Study of Law in Education, May 2011.
- The Arbour Award for outstanding volunteer service to the University of Toronto, September 2008.

Bar Admission & Education

- Ontario, 1987
- LLB, McGill University, 1985
- MA, Brown University, 1982
- BA (Hons.), University of Toronto, 1977

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As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 725 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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